

**NORMAN PUBLIC SCHOOLS
INDIAN ED ASSISTANT PAY TABLE
2018-2019**

| STEP | INDIAN ED ASSISTANT - 7.5 Hrs | INDIAN ED ASSISTANT - 4 Hrs |
|------|--|--------------------------------------|
| | 180 | 180 |
| 0 | 14,175 | 7,560 |
| 1 | 14,988 | 7,994 |
| 2 | 15,261 | 8,139 |
| 3 | 15,543 | 8,290 |
| 4 | 15,834 | 8,445 |
| 5 | 16,135 | 8,605 |
| 6 | 16,445 | 8,771 |
| 7 | 16,765 | 8,941 |
| 8 | 17,096 | 9,118 |
| 9 | 17,437 | 9,300 |
| 10 | 17,790 | 9,488 |
| 11 | 18,154 | 9,682 |
| 12 | 18,530 | 9,882 |
| 13 | 18,918 | 10,089 |
| 14 | 19,318 | 10,303 |
| 15 | 19,732 | 10,524 |
| 16 | 20,159 | 10,752 |
| 17 | 20,600 | 10,987 |
| 18 | 21,055 | 11,230 |
| 19 | 21,526 | 11,480 |
| 20 | 22,011 | 11,739 |
| 21 | 22,512 | 12,006 |
| 22 | 23,030 | 12,282 |
| 23 | 23,564 | 12,567 |
| 24 | 24,115 | 12,861 |
| 25 | 24,685 | 13,165 |
| 26 | 25,272 | 13,479 |
| 27 | 25,880 | 13,802 |
| 28 | 26,506 | 14,137 |
| 29 | 27,154 | 14,482 |
| 30 | 27,820 | 14,838 |
| 31 | 28,494 | 15,197 |
| 32 | 29,185 | 15,565 |
| | Indian Ed Assistant 7.5 Hr Fulltime | Indian Ed Assistant 4 Hr Halftime |

*****Insurance Benefits** include Flexible Benefit Allowance (FBA) from the State if working 6 hrs or more:
 -- For persons participating in health insurance: \$594.90/month through Dec. Amt stays the same in 2019.
 -- For persons not participating in health insurance: \$189.69 per month
 Also, employees working ½ time or more receive a District-paid \$10,000 life insurance policy.

*****Norman Public Schools will contribute to the Teachers' Retirement System as follows:**
 -- At the time of employment, at their own expense, new employees may choose to contribute 100% until they are eligible for district-paid retirement.
 -- Eligible personnel will be enrolled for 100% district paid retirement effective July 1st, after one full school year of employment. Full year employment requires being hired before Sept 1.